



Limited Duty Officer and Chief Warrant Officer Applicants Brief

September 2004



This is what it's all about!!!





This Is Who We Lead!!!





These Are Tools of Our Trade!!!





LDO & CWO Web Page

- **The most comprehensive place to find information or links to information is on the web page.**
 - www.bupers.navy.mil
 - Community managers
 - Other
 - » LDO/CWO
 - » Applicants Brief



Is LDO or CWO for you?

- It depends on:
 - Your rate
 - Your Time in Service & Time in Rate
 - Your qualifications
 - Your career ambitions
 - Your demonstrated potential for serving as a Naval Officer



Limited Duty Officer

- Eligibility:
 - US citizen
 - E6, E7, E8, E9
 - No less than 8, no more than 16 years service
 - E6 must have 1 yr TIG, pass CPO exam,
 - E7 LTC not required for E6 applicants (LDO only)
 - CO's recommendation
 - Meet Navy Physical Fitness Standards
 - No NJP/Courts Martials for preceding 3 years
 - High School Graduate (or GED)
 - No college required (but highly recommended)



Chief Warrant Officer

- Eligibility:
 - Same as LDO except:
 - E7, E8, E9 (including frocked CPO)
 - No less than 12, no more than 24 years service



Waivers

- Few, if any approved.
- Current application criteria based on specific requirements.
- Difficult to determine where to stop
 - Is 3 months waiverable? How about 4?



What's the Difference?

- **CWOs** will usually be performing more “hands on” technical duties; not selected for growth to senior leadership positions. Navy needs their advanced technical skills.
- **LDOs** will perform technically oriented management and leadership duties; selected with anticipated growth to senior leadership positions (captain).



What's the Difference?

- Don't LDOs and CWOs do the same thing most of the time?
 - **No!**
 - At the junior levels, detailers sometimes use CWOs and LDOs interchangeably by necessity. It's not how the system is designed to work and it's becoming less common.



LDO and CWO Designators

- What's a designator?
 - It's a four digit number which identifies an officer's warfare or technical specialty
 - All **LDO** designators begin with **6**XXX
 - All **CWO** designators begin with **7**XXX



Designators

- **Second positions** indicate warfare community:

1 = Surface **2** = Submarine

3 = Aviation 4 = General

5 = Staff Corps

IE: 6**1**XX = LDO - **Surface**

7**2**XX = CWO - **Submarine**



Designators

- **Third position** indicates specialty
(engineering, repair, ops, crypto, etc.)
 - **Fourth position:**
 - 0 = Permanent officer (not a CWO)
 - 1 = Permanent CWO
 - 2 = Temporary LDO
- IE: 6440 = LDO - General - Cryptology - Perm Status
7311 = CWO - Aviation - Deck - Perm Status
6132 = LDO - Surface - Engineer - Temp Status



May I Apply For Both?

- If you meet the criteria for both LDO and CWO, yes, an applicant may apply for both.
 - Must be technically qualified!
- May I apply for more than one LDO or one CWO designator?
 - Yes....if you are technically qualified.
- Applicants may only apply for 2 designators total



In-service Procurement Board

- Meets annually, usually in mid-January
- Members are under oath to be impartial, can not divulge specifics of proceedings
- Boards do not know what happened “last year”
- Selection lists are usually released within two weeks of board adjourning
- Alternates are selected but not notified



Selection Board

- At least one officer from each designator plus URL, Staff Corps including a variety of female/minority members assigned
- President is LDO captain
- Quotas not released prior to board
- Precept and members names available on BUPERS web site a few days after board is convened



Quotas

- Driven by requirements
 - OPA and Vacancies = requirement
- OCM calculates requirements in Nov. for Jan Board
 - OCM's chain of command must approve quotas
- For FY-05 retirements were lower than usual plus OPA decreased for some designators
 - This resulted in reduced quotas for some designators
 - Too early to predict FY-06 requirements



What Counts The Most?

- **Sustained superior performance** in a variety of increasingly demanding technical and leadership billets afloat and ashore.
 - Successful out of rate tours
 - Collateral duties
- **Qualifications**
 - **EAWS, ESWS, EOOW, MTS, etc.**
- Formal Education and Navy courses



What Else Counts?

- Personal awards - it depends.....type/action
- Sailor of the year - You bet!
- Community involvement - Yes!
- Who you know - Nope!
- What type ship or squadron you're in - Not really
- If you've applied previously - No.
- Personal and professional growth - Absolutely!!!
- Diversity of experience - Probably
 - Did you excel out of your 'comfort zone'?



FY-04/05 Precept Guidance

- Selection standard: “Best Qualified Whole Person/Whole Record”
 - Proven excellence in operational environments during arduous deployments
 - Demonstrated leadership, professional/technical skills, integrity, resourcefulness in other assignments
 - Special consideration for applicants who embrace change by conceiving and trying new solutions to challenging problems; applicants who think creatively and take well calculated risks....and initiative to accomplish the mission.
 - Max consideration given to sailors who serve successfully as:
 - Recruit Division Commanders and Recruiters
 - A and C School Instructors
 - Prototype and Sub and Aircrew Candidate School grads



Profile of FY-05 LDO Selectees

- **Age:** 33.5
- **Sex:** Male (92%)
- **Total Years of Active Service:** 12.6 years
- **Average rank:** E-7 (56%)
- **Average years of total education completed:** 13 years
- **Warfare qualified:** Yes (96%)
- **Prior Recruiting/RTC/Instructor tours:** 14%
- **Average total number of correspondence courses not related to advancement:** 5.9
- **Average sustained performance trait:** EP (w/breakouts)



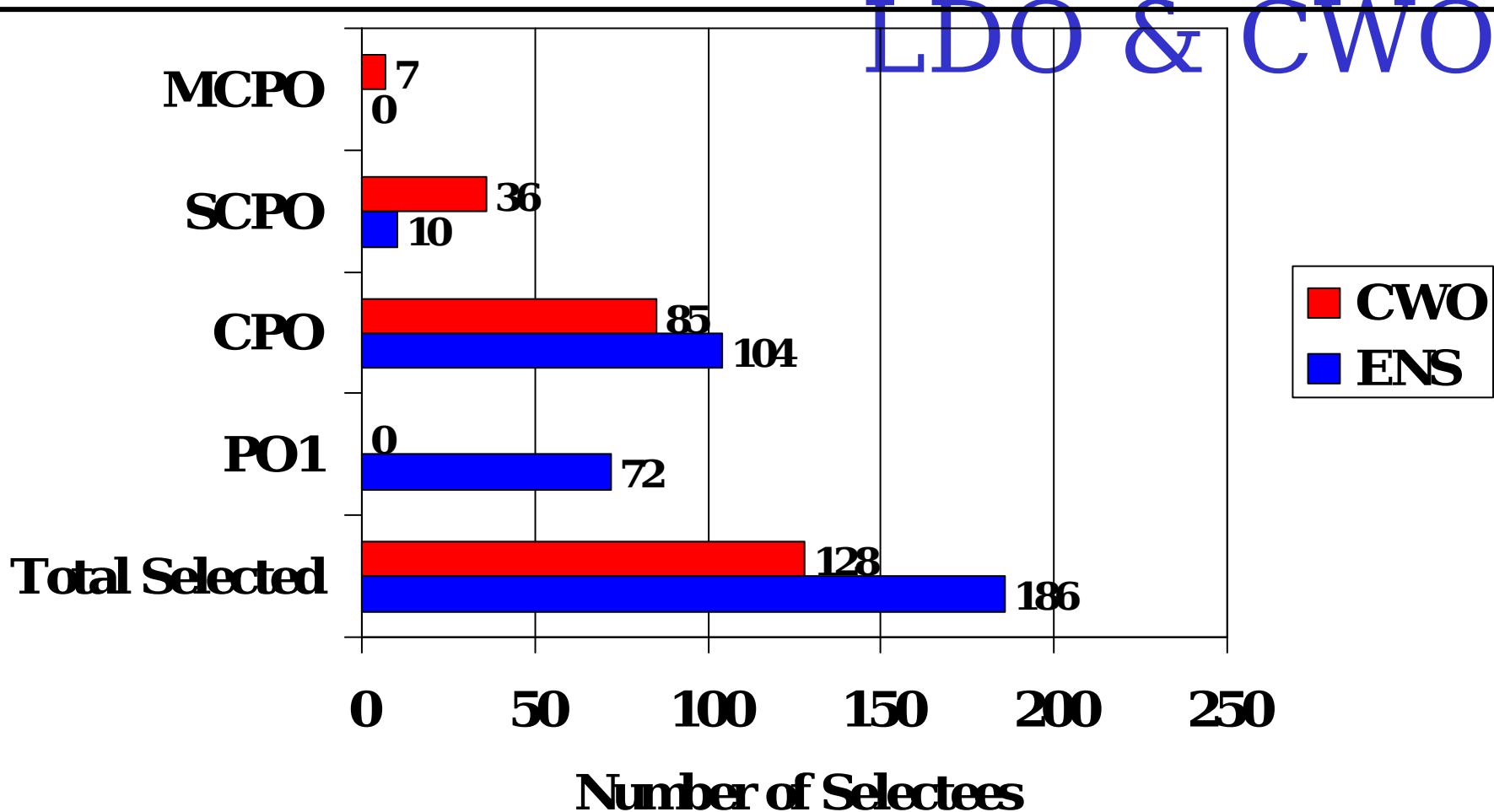
Profile of FY-05 CWO Selectees

- **Age:** 36.7
- **Sex:** Male (94%)
- **Total Years of Active Service:** 17.4 years
- **Average rank:** E-7 (66%)
- **Average years of total education completed:** 13 years
- **Warfare qualified:** Yes (100%)
- **Prior Recruiting/RTC/Instructor Tours:** 23%
- **Average total number of correspondence courses not related to advancement:** 7.3
- **Average sustained performance trait:** EP (w/breakouts)



FY-05 Selection By Pay Grade

LDO & CWO





Five Overall Common Characteristics of FY-05 LDO/CWO Selections

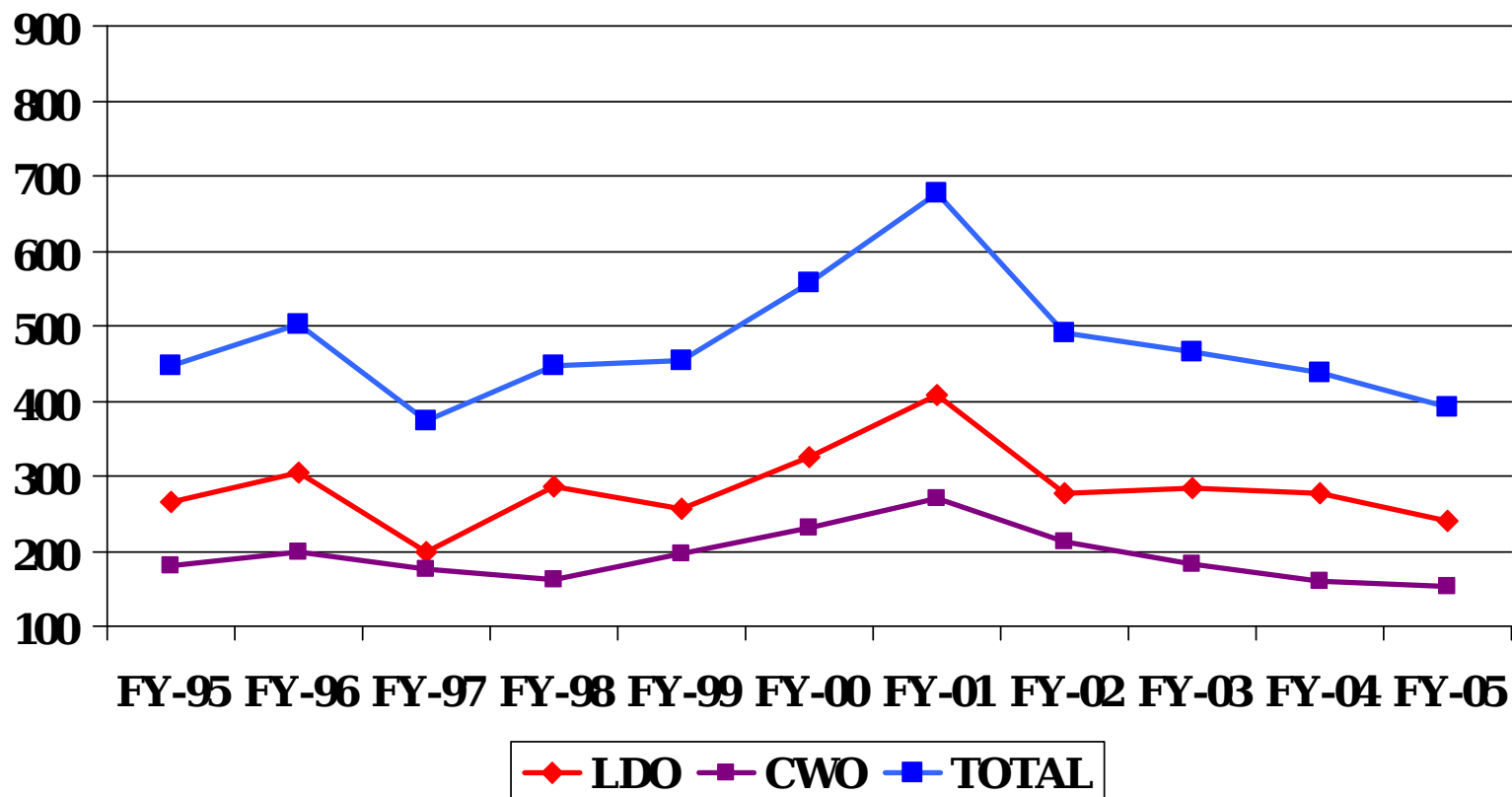
- Sustained superior performance in all assignments ... consistent break-outs in fitness reports with top rankings.
- Good pattern of sea/shore/overseas rotation for their specific rating with an emphasis on increased responsibility.
- Successfully served in challenging key leadership and technical proficiency positions.
- Evidence of continued education, personal and professional development.
- Attainment of professional qualifications and experience applicable to specific designators.

For example:

- Surface Engineers (613X) ... EOWW qualification and other senior watch stations.
- Surface Operations (612X) ... Combat Information Center Watch Officer qualification.
- Surface Deck (611X) ... Bridge watch stations, UNREP rig captain, well-deck operation qualifications, etc.
- Communications (619X) ... C4I and LAN administration experience.
- Aviation Maintenance (633X) ... Maintenance material control, safe for flight, etc.
- Nuclear (640X) ... Propulsion Plant Watch Supervisor (PPWS) for surface and Engineering Watch Supervisor (EWS) for submariners.

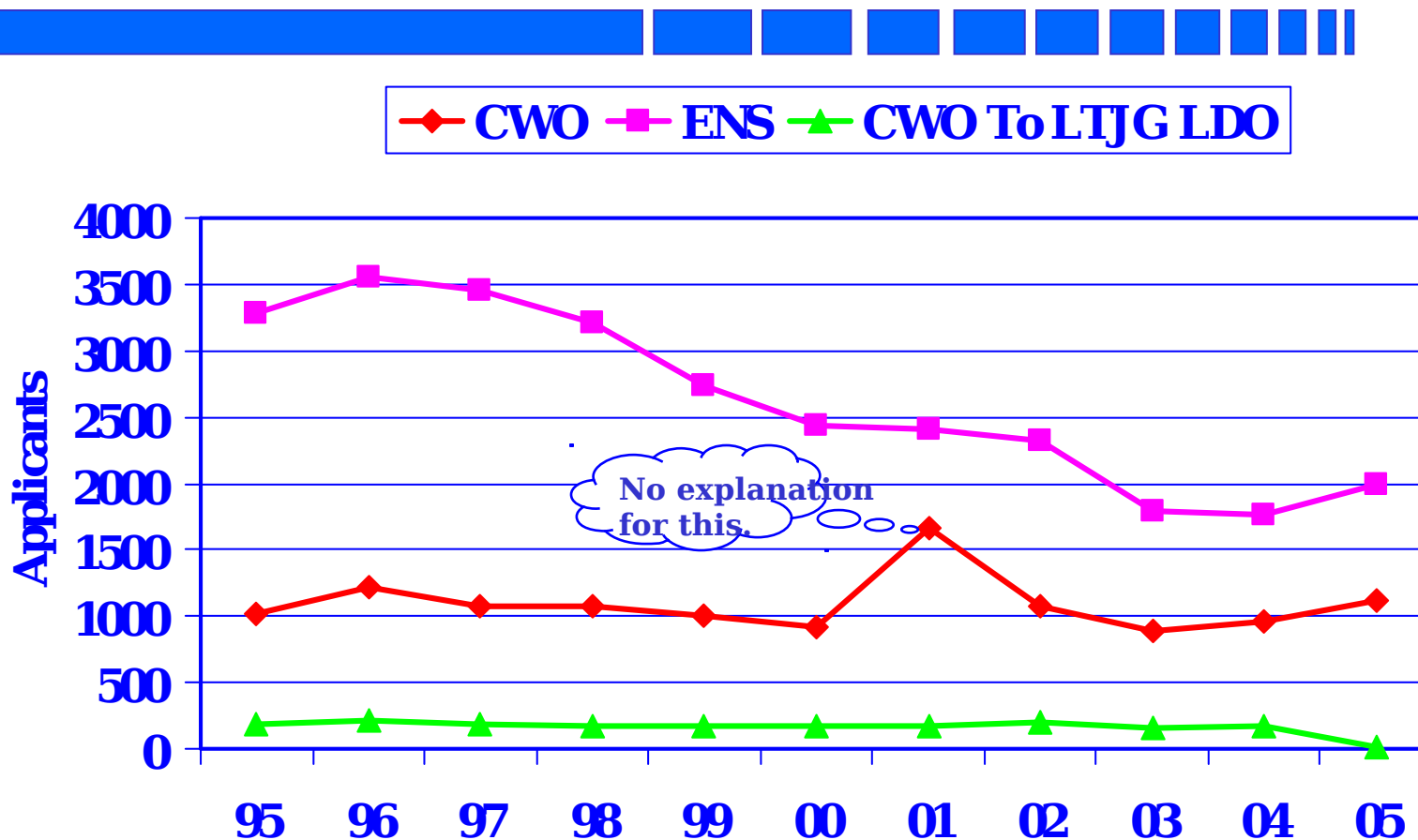


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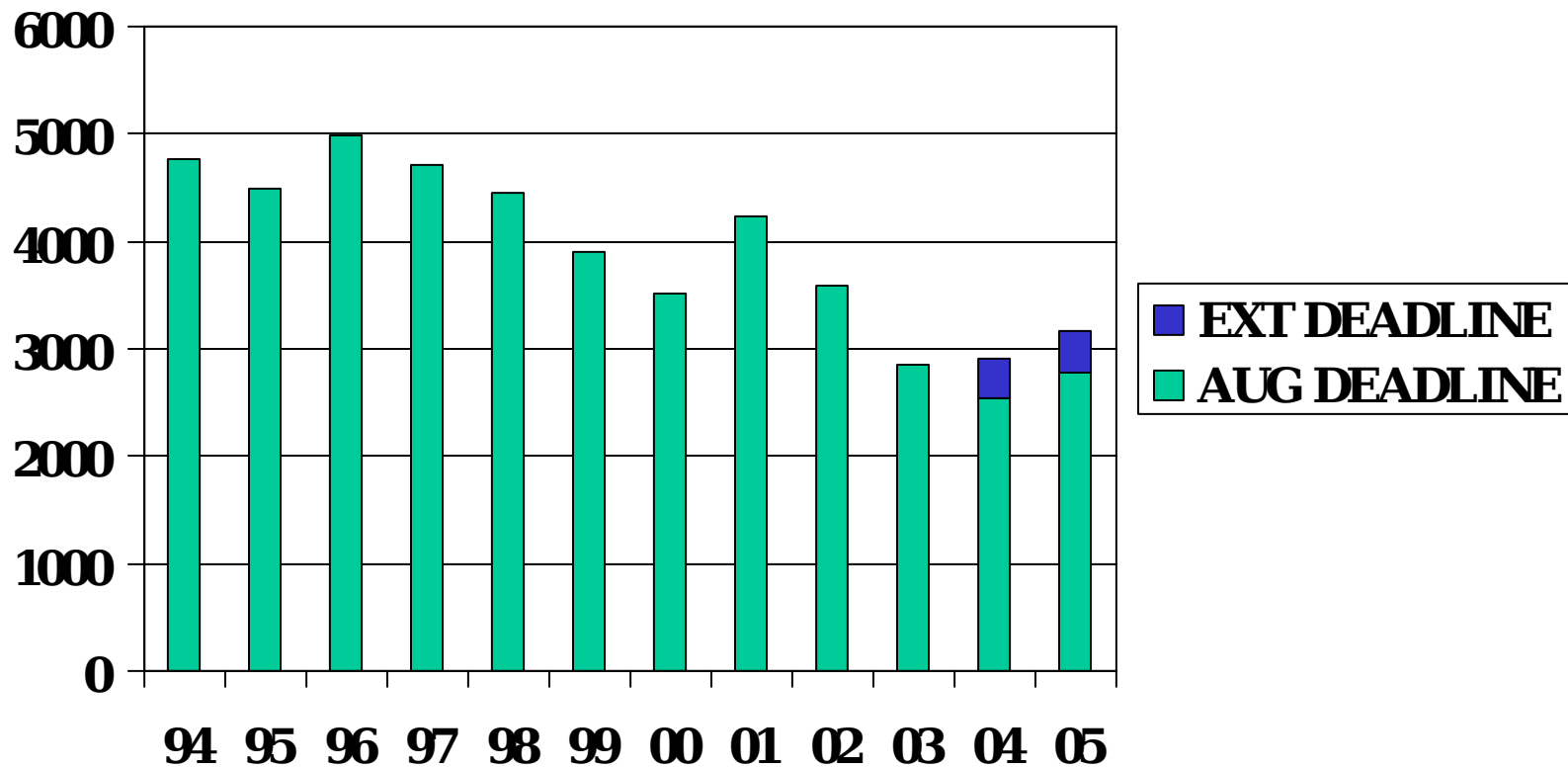


LDO/CWO Application History



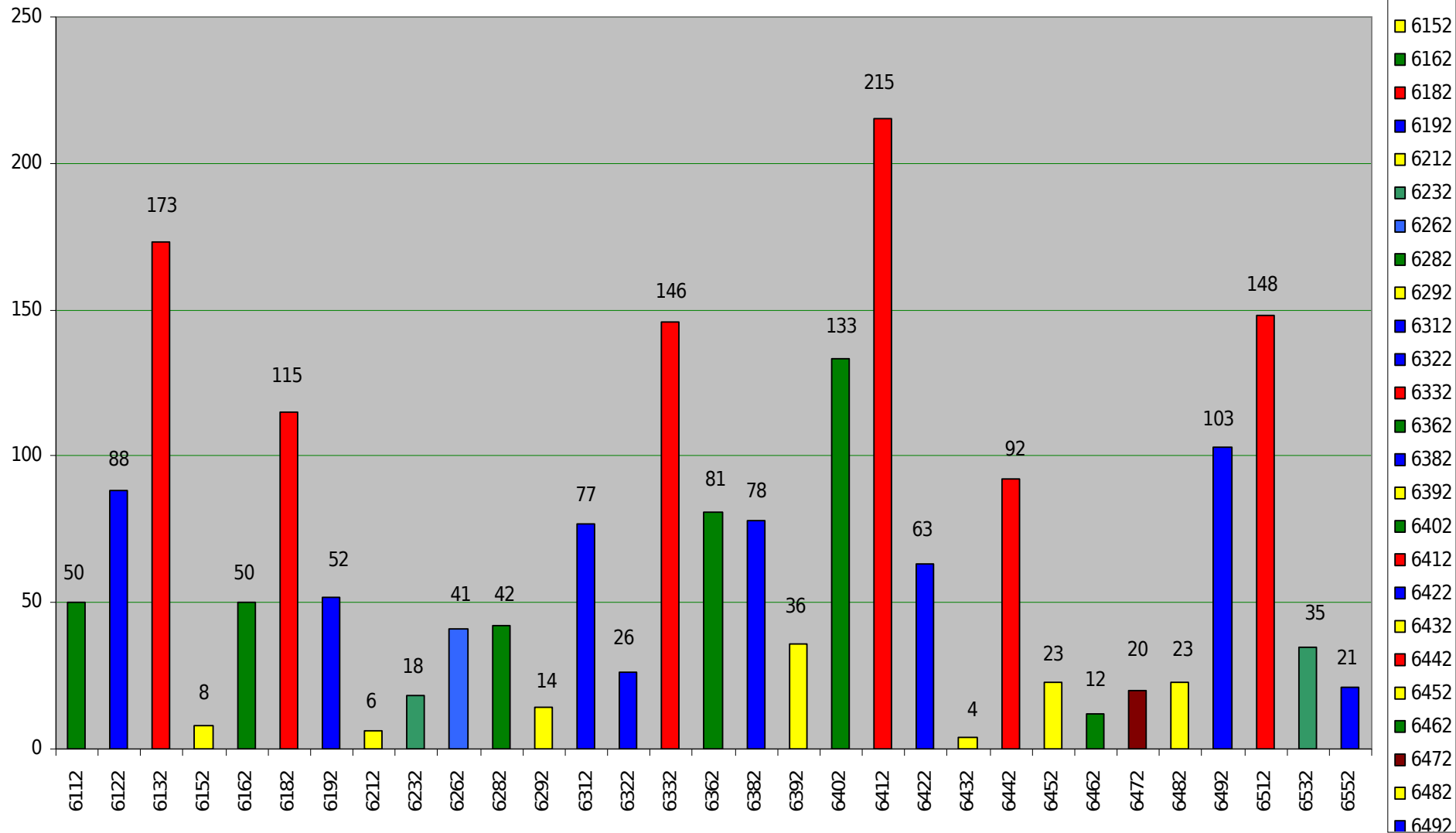


Application History



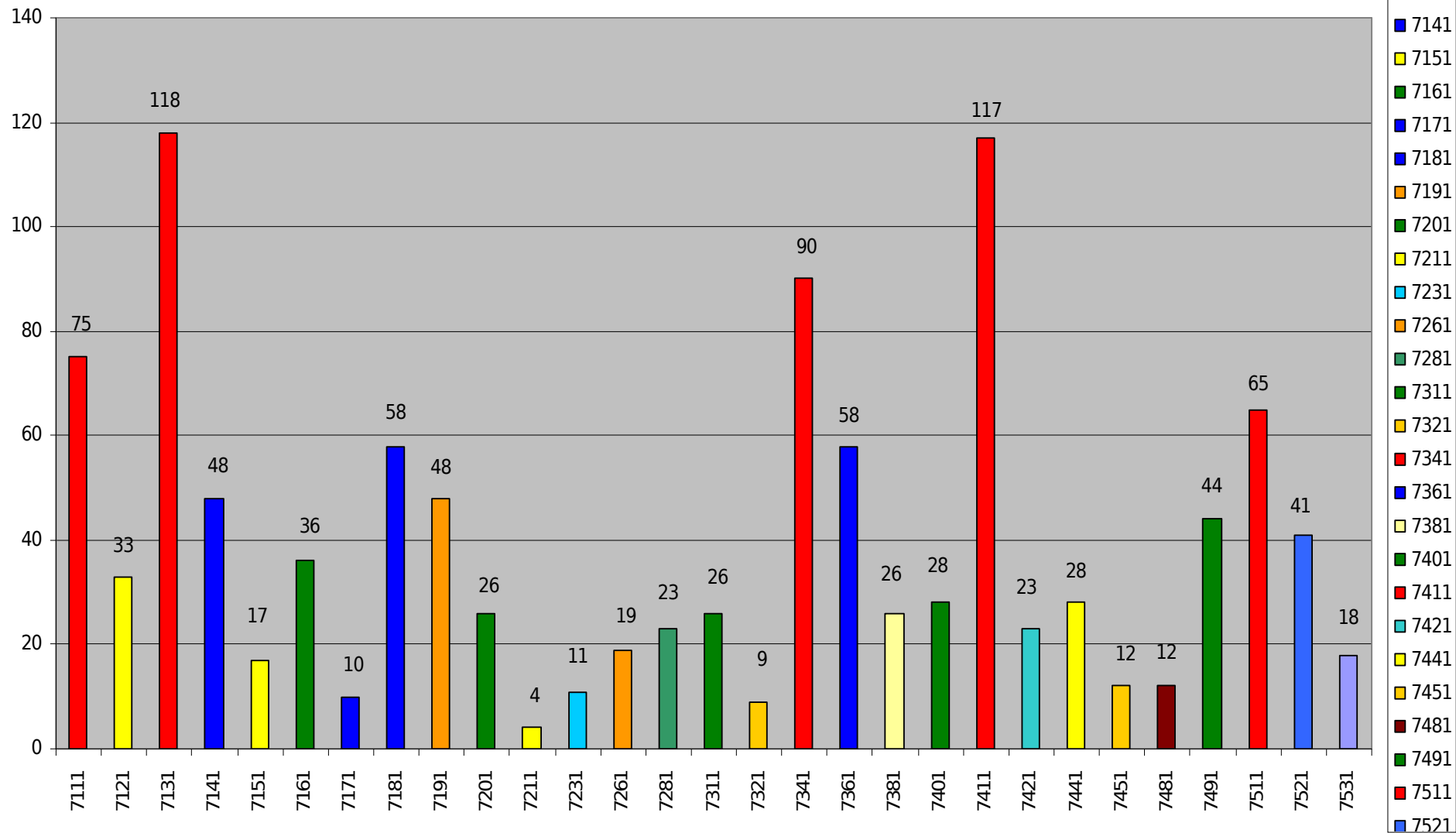
FY-05 LDO Applications

FY-05 LDO APPLICATIONS



FY-05 CWO Applications

FY05 CWO APPLICATIONS





FY05 Minority & Female LDO/CWO Selection Rate

<u>Category</u>	<u>Eligible</u>	<u>Selected</u>	<u>Percentage</u>	
Asian/Native Hawaiian/Pacific Islander	195	10	5.12%	
White	1,978	226	11.43%	
Native AM	23	3	13.04%	
Black	807	65	8.05%	
Other	17	2	12.00%	
Unknown	69	5	8.14%	
Decline Respond		13	3	23.07%
Total	3,102	314	10.12%	
Female	212	24	11.32%	



Applicant Preparation

- Start early (PO3 not too early!)
- Seek mentoring from LDOs/CWOs, others in leadership positions.
- Make your ambitions known to your leadership
- Take demanding assignments (operational assignments, out of rate jobs)
- Earn all possible professional qualifications
- Complete formal education and correspondence courses
- Volunteer for meaningful collateral duties



Evaluations

- Performance evaluations are the foundation of the selection process
- A superior evaluation is the end result of superior performance described by superior writing
- “Every leader will be evaluated based upon their commitment first to the mission and second growing and developing our people”

CNO



Evaluations

- What's Important

- 1 Sustained superior performance

- Professional and technical skills, integrity, resourcefulness
- Collateral duties

- 2 Demonstrated leadership

- 3 Personal accomplishments

- Warfare qualification(s)
- Other quals (MTS, QAR/CDI, Safe for Flight, etc.)
- Formal education, correspondence courses



Evaluations

- Promotion Recommendation
 - No substitute for an EP w/peer ranking
 - Comments should address potential to serve as a Naval Officer
- If transferring during the application period, coordination between two commands is in order.
 - Letter from former CO may be beneficial



Evaluations

- In conclusion:
 - Eval should have data & metrics (numbers)
 - Provide specifics
 - How many
 - How fast
 - How far
 - How much
- It has to say more than you're the best Sailor/Chief on the waterfront!



Expectations

- Very few applicants are selected their first time due to competition from those who have had the opportunity to earn more quals, have had more assignments – have more experience in big jobs, etc.
- No prejudice against “first timers” or E-6s!



Expectations

- Commissioning dates are phased by month
- All but Supply and Food Service officers attend Mustang University at Officer Training Command Pensacola – 5 weeks.
- Detailers begin working with you based on their detailing window needs
- Expect Sea Duty or Overseas Duty
 - Recruiting Command pays for your first PCS move – saving detailers funds for O'seas moves



Expectations

- If commissioned from E6, you'll receive a one time clothing allowance of ~ \$985 (males) and ~ \$1002 (females).



Appointments

- Permanent or Temporary?
- All Active Duty CWOs have Permanent Appointments (lose all enlisted status – can not revert).
- All Active Duty LDOs commissioned from enlisted have Temporary Appointments up to LT – then must elect Permanent Appointment or revert to permanent enlisted rate.



Appointments

- All initial appointments to LDO or CWO now carry a 4 year obligation.
- Most LDOs can not revert to Master Chief and retire because they don't have 2 years TIG as an E9. **Do not expect a waiver.**
- Most LDOs can not revert to Master Chief and continue service because that's disruptive to enlisted community mgt.



Promotions - LDO

- LTjg: 2 yrs (All Fully Qualified)
- LT: 2 yrs (All Fully Qualified)
- LCDR: 9 – 11 yrs (70% - 90% opportunity)
- CDR: 15 – 17 yrs (60% - 80% opp.)
- CAPT: 21 – 23 yrs (40% - 60% opp.)

LCDR – CAPT: Promotions based on needs of the Navy (vacancies). Year Group has no affect.

Officers who fail to promote twice while in or above the zone must retire.

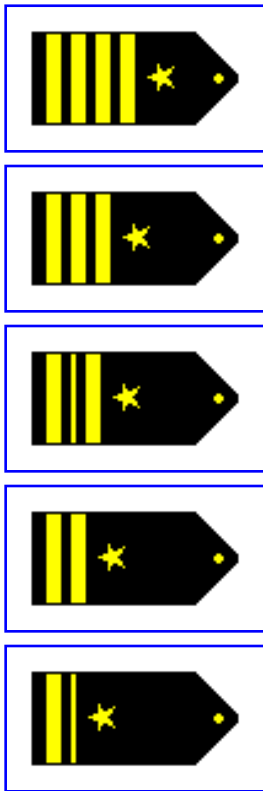


Promotions - CWO

- CWO3: 3 yrs (All Fully Qualified)
 - Being phased in for YGs 01/02/03
 - All YG 04 will be eligible for promotion to CWO3 in FY07
- CWO4: 4 yrs 80% - 90% (FY05 85%)
- CWO5: Based on needs of the Navy (40%)
 - No set time or years for W5
 - Expect flow point to eventually be 11 years after 5 yr. phase-in is complete
 - Law limits CWO5 inventory to 5% of all CWOs



LDO Promotion Opportunity FOR FY05

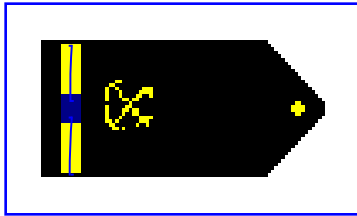


- **CAPT 23 YRS TCS 40%**
Opportunity
21-11 Staff 40% Staff
- **CDR 15-06 YRS TCS 60%**
Opportunity
16-05 Staff 60% Staff
- **LCDR 10-02 YRS TCS 90%**
Opportunity
9-07 Staff 80% Staff
- **LT 4 YRS TCS Fully**
Qualified

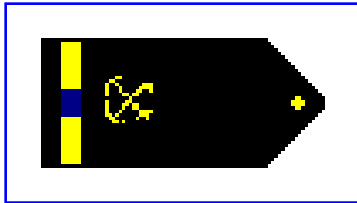
• **LTJG 2 YRS TCS Fully**



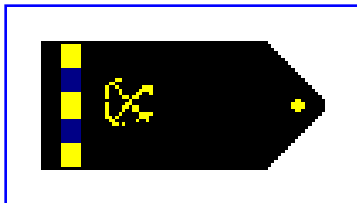
CWO Promotion Opportunity FOR FY05



- **CWO5 14-04 YRS TCS**
40% Opportunity



- **CWO4 8 YRS TCS**
85% Opportunity



- **CWO3 3-4 YRS TCS**
All Fully Qualified

ASSUMPTIONS (FY-04 Pay Tables)

Enlisted

18.5 years
BAS - \$254.46

P01

Base Pay - Over 10 years
Sea Pay - Over 6 years

CP0

Base Pay - Over 14 years
Sea Pay - Over 9 years

SCPO

Base Pay - Over 18 years
Sea Pay - Over 11 years

MCPO

Base Pay - Over 20 years
Sea Pay - Over 12 years

Officer/CWO

BAH W/Dep Norfolk

BAH W/Dep Norfolk

BAS - \$175.23

CW02

Base Pay - Over 12 years
Sea Pay - Over 6 years

CW03

Base Pay - Over 16 years
Sea Pay - Over 9 years

CW04

Base Pay - Over 20 years
Sea Pay - Over 11 years

CW05

Base Pay - Over 26 years
Sea Pay - Over 12 years

ENS

Base Pay - Over 12 years
Sea Pay - Over 6 years

LTJG

Base Pay - Over 14 years
Sea Pay - Over 8 years

LT

Base Pay - Over 16 years
Sea Pay - Over 10 years

LCDR

Base Pay - Over 22 years
Sea Pay - Over 12 years

CDR

Base Pay - Over 26 years
Sea Pay - Over 16 years

CAPT

Base Pay - Over 26 years
Sea Pay - Over 20 years

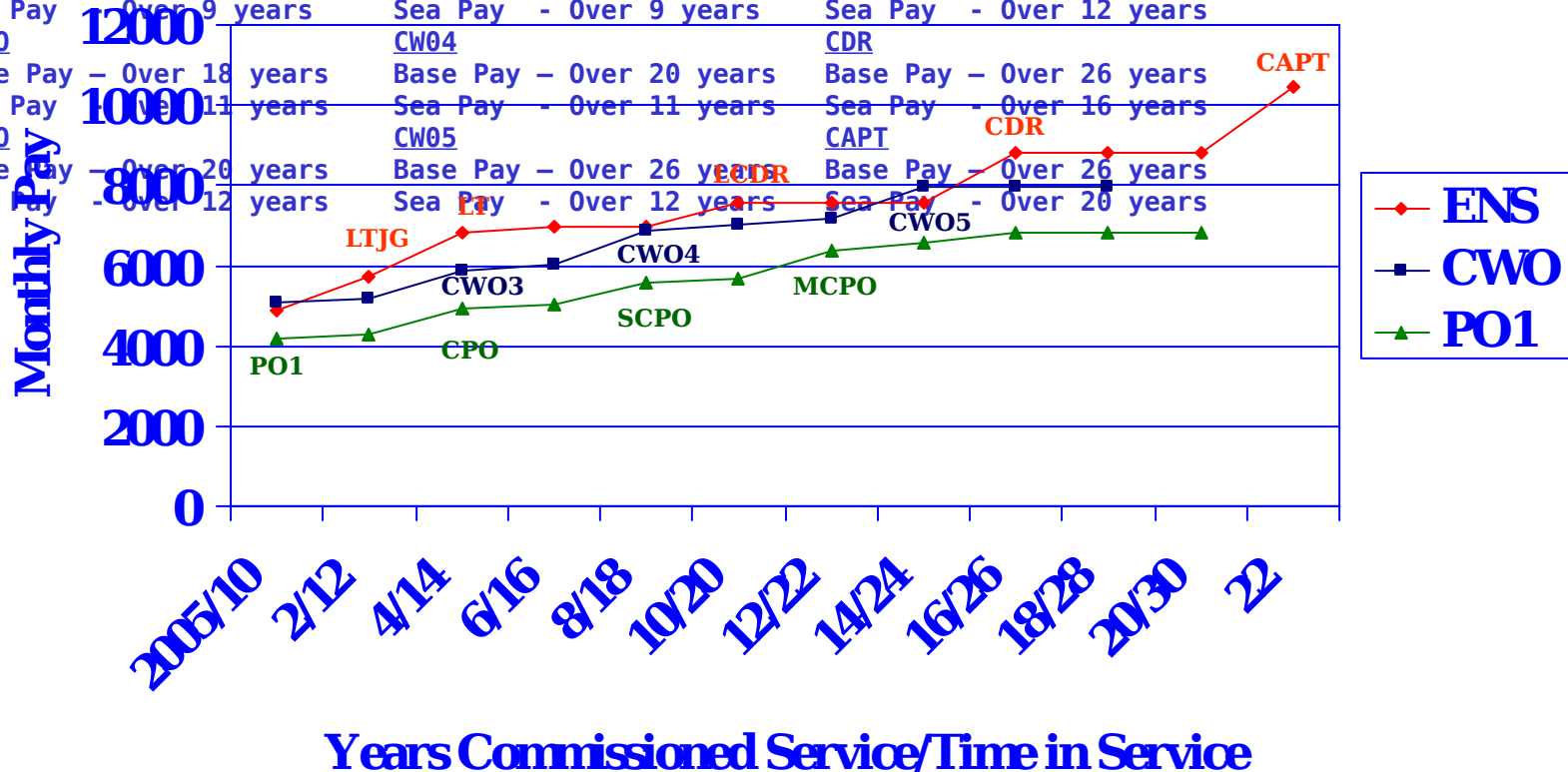
Average Selection

E-6 - 10.5 years
E-7 - 15.1 years
E-8 -

E-9 - 20.7 years

CW02 - 13 years

ENS - 12 years





Retirement Eligibility

- CWOs: Usually permitted to retire following initial obliserve for commissioning (now 4 years). Other obligations may be incurred for training, PCS moves, etc.
- 'Due Course' CWOs may expect to serve up to 30 years total service
 - Can not if 2X FOS
 - W5s **may** be continued past 30 yrs to allow 2 yr pay back.



Retirement Eligibility

- LDOs usually have several options when planning their retirement.
- Beginning with YG-05 a 4 year initial obligation is incurred. LDOs may revert and retire in their highest permanent enlisted grade for which they're qualified to retire in (usually requires 2 yr TIG in that enlisted grade).



Retirement Eligibility

- If an LDO accepts permanent appointment when offered at LT they must serve a minimum of 10 years as an officer to retire in an officer grade, in addition to having the requisite number of qualifying years (20+).
- Minimum Time in Grade for retirement:
 - O-4 and below: 2 yrs. TIG
 - O-5 and O-6: 3 yrs. TIG
 - Waivers for 1 yr by SecNav possible for O-5 and O-6.



Obligated Service



GRADE	VOLUNTARY	INVOLUNTARY
CWO 3/4	Two years	31 days
ENS	Six months	Six months
LTJG	Six months	Six months
LT	Two years	Six
months		
LCDR	Two years	Six months
CDR	Three years	Six months
CAPT	Three years	Six
months		



Statutory Retirement

- See Title X Chapter 549
- **6XX0 Permanent LDO:**
 - CAPT Last day of the month following the month 38 years total active service is completed.
 - CDR Last day of the month following the month 35 years of total active service is completed, or first day of 7th month after failing to select (FOS) for O-6 the second time, whichever comes first.
 - LCDR (and below) Last day of the month following the month 30 years total active service is completed, or first day of 7th month after second FOS, whichever comes first.
- **6XX1 - Temporary LDO/Permanent CWO (All grades)**
 - 60 days after completion of 30 years total active service, or first day of 7th month after second FOS, as Temp LDO or Per WO whichever comes first



Saved Pay

- See Title 37 U.S.C. Section 907
- Pay and allowances of a grade formerly held by an officer including hazardous duty, diving duty, hardship duty, sea duty and proficiency pay may be considered only as long as the officer continues to perform the duty creating the entitlement to or eligibility for that pay.
- Clothing allowance may not be considered.



Why Become An LDO or CWO?

- **Your chance to take charge and make a difference!**
- **Opportunity to lead Sailors, Chiefs, other Officers**
- **Challenging assignments**
- **Increased Responsibility and authority**
- **Pride**
- **Quality of life improvements**
- **Because you're a highly qualified leader and subject matter expert who possesses many highly honed technical skills.**



Myths

- **You must complete a 30 Yr career if selected for LDO or CWO!**

- NOT TRUE

- Permanent LDOs must complete at least 20 Yrs of service of which 10 Yrs must be as an officer to be eligible for retirement as an officer.
 - This is Title 10 law and not policy (can not be waived)
- Temporary LDOs may revert after 4 yr MSR
- A CWO must complete the 4 Yr MSR after commissioning and have completed at least 20 Yrs of service to be eligible for retirement.



Myths

- Limited Duty Officer and Chief Warrant Officer are going to go away!
– **NOT TRUE**
- First Class Petty Officers will no longer be able to apply for LDO in FY06 and beyond!
– **NOT TRUE**
- Master Chiefs can not apply for LDO!
– **NOT TRUE**



Myths

- NJPs early in a career negatively impact selection opportunity.
 - **NOT TRUE**



Make a Commitment!

Have Confidence!

Make a Difference!

